

The South Carolina Registered Nurse Workforce | 2018

December 2020



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Report Preparation

This document was produced by the South Carolina Office for Healthcare Workforce (SCOHW) – a part of the South Carolina Area Health Education Consortium (SC AHEC) in Charleston, South Carolina. It contains information about the registered nurses actively employed as nurses in South Carolina as reported by the nurses themselves during their biennial license renewal process ending on April 30, 2018.

For additional information about nurses and many other health professionals in South Carolina, please call us at 843-792-4430 or visit our website: www.scohw.org.

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About the South Carolina Office for Healthcare Workforce

The South Carolina Office for Healthcare Workforce within the South Carolina Area Health Education Consortium is dedicated to coordinating the development and publication of policy-relevant workforce research across the spectrum of health professions in South Carolina. Funded by the state of South Carolina, SCOHW’s primary goal is the development and analysis of accurate, reliable information on the supply of healthcare professionals and the demand for health services in South Carolina in order to support a wide array of workforce planning efforts.



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Acronyms and Abbreviations

| | |
|---------|---|
| ADN | Associate Degree in Nursing |
| APRN | Advanced Practice Registered Nurse |
| BSN | Bachelor of Science in Nursing |
| CNM | Certified Nurse Midwife |
| CNS | Clinical Nurse Specialist |
| CRNA | Certified Registered Nurse Anesthetist |
| DNP | Doctor of Nursing Practice |
| eNLC | Enhanced Nurse Licensure Compact |
| IOM | Institute of Medicine (now known as the National Academy of Medicine, or NAM) |
| LLR | South Carolina Department of Labor, Licensing and Regulation |
| MSA | Metropolitan Statistical Area |
| MSN | Master of Science in Nursing |
| NCLEX | National Council Licensing Examination |
| NCSBN | National Council of State Boards of Nursing |
| NP | Nurse Practitioner |
| QI | Quality Improvement |
| RIBN | Regionally Increasing Baccalaureates in Nursing |
| RFA | South Carolina Revenue and Fiscal Affairs Office |
| RN | Registered Nurse |
| SC | South Carolina |
| SC AHEC | South Carolina Area Health Education Consortium |
| SCBON | South Carolina Board of Nursing |
| SCOHW | South Carolina Office for Healthcare Workforce |
| US | United States |

Executive Summary

Registered nurses (RNs) are the largest licensed profession within the broader healthcare workforce, and the largest occupation in hospitals, where they account for 30% of total hospital employment (Bureau of Labor Statistics, 2020). Understanding the supply and distribution of RNs across the state, as well as their demographic, education, and employment characteristics, is critical for effective workforce planning, decision-making, and policy development, particularly in a time of labor and economic instability. This report, produced by the South Carolina Office for Healthcare Workforce at the South Carolina Area Health Education Consortium, describes the RN workforce in South Carolina based on data reported by RNs during their biennial license renewal process ending on April 30, 2018. This analysis includes only nurses working as RNs. Advanced Practice Registered Nurses (APRNs) are discussed in a separate report.

Data Highlights

1. Of the 73,904 nurses licensed in South Carolina in 2018, **41,572** were actively practicing as a registered nurse (RN) within the state in a nonfederal setting.
2. The number of RNs in SC grew at a slow and steady pace, increasing by 3.0% since 2016 and 14.8% since 2010.
3. Most RNs identified as female (93%) and as Caucasian (79.9%). African American and Hispanic RNs were underrepresented in SC in 2018. About one in ten RNs (11.2%) identified as African American, compared to 27.4% of the state's population. One percent (1%) identified as Hispanic, compared to 5.3% of the state's population.
4. The average age of RNs in SC in 2018 was 45. Just over one third (35%) were age 50 or older.
5. Sixty-seven percent of RNs earned their entry nursing degree for licensure – diploma, associate's degree, or bachelor's degree – in SC.
6. The Institute of Medicine's (IOM) landmark report in 2010, The Future of Nursing, called for increasing the proportion of RNs with a baccalaureate degree (BSN) to 80% by 2020. SC began with a goal of reaching 50%. In 2018, the state exceeded this goal, with 54% of nurses holding a BSN or higher degree.
7. RNs in 2018 worked an average of 36.8 hours per week across primary and secondary practice locations. About 80% of RNs reported working full time. Just over half (53%) were employed in a hospital setting. Nearly 30% worked in ambulatory and long term care combined, up from 25.9% in 2010.

This report describes the pre-pandemic workforce.

This report does not address the effects of COVID-19 on the South Carolina nursing workforce. The data analyzed in this report were collected in 2018, well before COVID-19 was discovered. Any measurable impacts will be explored when data from the 2020 nurse licensure renewal period become available.

Key Takeaways

The RN workforce in South Carolina continues to show slow and steady growth, although growth has slowed slightly since 2010.

Despite the statewide increase, the number of RNs practicing outside of metropolitan counties declined. Continued efforts to support health careers programs, faculty development, preceptors and sufficient clinical placements are needed to ensure a sufficient supply of RNs to care for patients at all life stages.

The RN workforce does not reflect the diversity of the state's population.

There is a need for continued support of diversity and inclusion initiatives, such as health careers programs in middle and high schools, student support services at technical colleges and universities, and mentorship programs, as well as initiatives to ensure more racial, ethnic and gender diversity in those appointed to educational, clinical and administrative leadership positions.

Work settings have shifted since 2010, with RNs in 2018 slightly less likely to work in an inpatient hospital setting and more likely to work in ambulatory and long-term care settings.

As care shifts from the hospital to the community, education and clinical models must continue to adapt so nurses are better prepared to provide care in non-hospital settings.

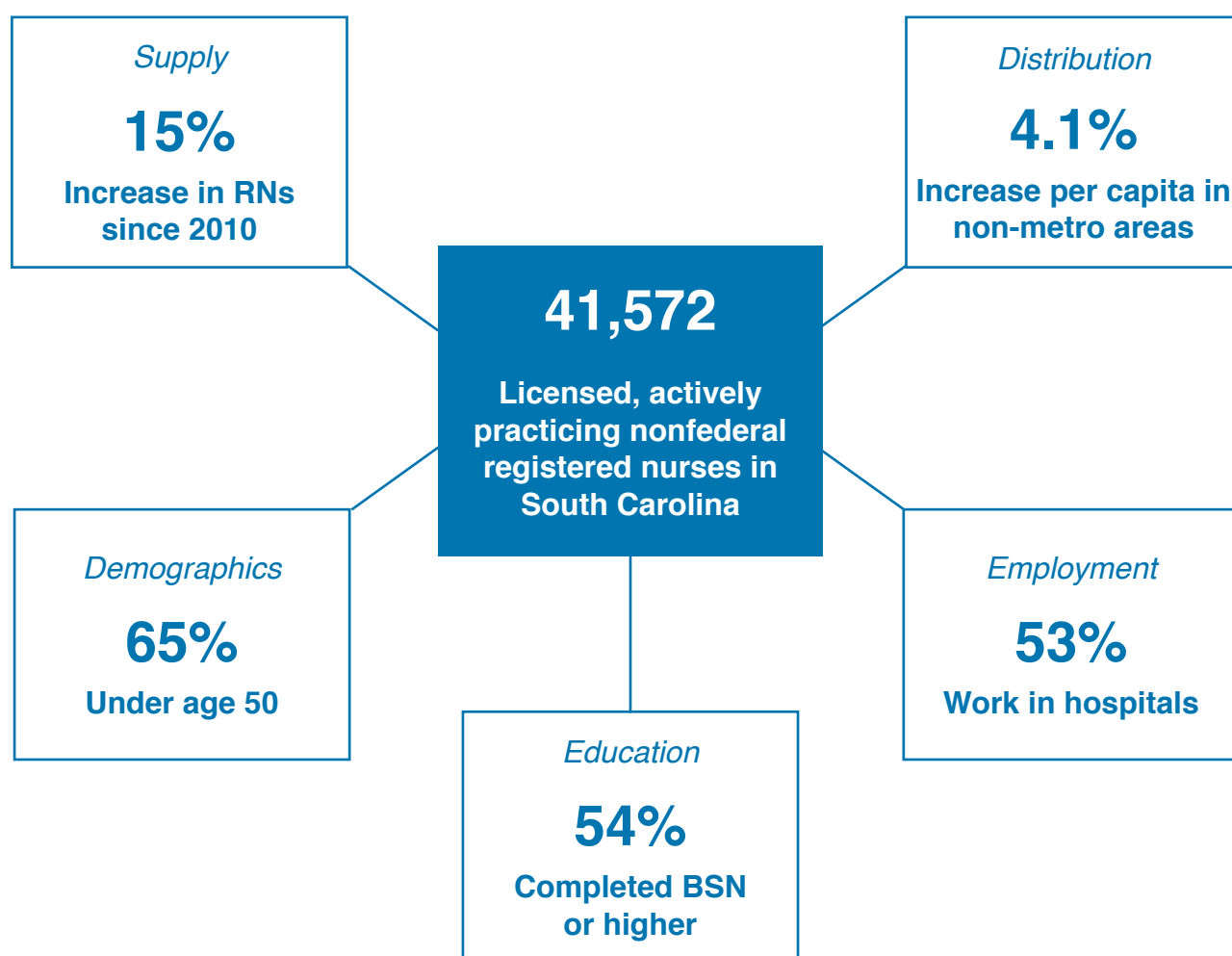
The state has achieved its goal of 50% BSN attainment by 2020, but more work is needed to meet the Institute of Medicine's recommendation of 80%.

While the state has made strides in its efforts to increase the number of baccalaureate-prepared nurses, there is room for further growth toward meeting the Institute of Medicine's goal of having 80% of the RN workforce attaining a BSN or higher.

Introduction

Registered nurses (RNs) are the largest licensed profession within the healthcare workforce. They are also the largest occupation in hospitals, where they account for 30% of total hospital employment.¹ Understanding the supply and distribution of RNs across the state, as well as their demographic, education, and employment characteristics, is critical for effective workforce planning, decision-making, and policy development, particularly in a time of labor and economic instability. This report, produced by the South Carolina Office for Healthcare Workforce (SCOHW) at the South Carolina Area Health Education Consortium (SC AHEC), describes the registered nurse workforce in South Carolina based on data reported by RNs during their biennial license renewal process ending on April 30, 2018. This analysis includes only nurses working as RNs. Advanced Practice Registered Nurses (APRNs) are discussed in a separate report.

Understanding the 2018 South Carolina Registered Nurse Workforce



The data in the report represent the South Carolina RN workforce in 2018, prior to COVID-19. Because of the ways the pandemic has disrupted RN availability and employment patterns, caution should be used in interpreting this report for current workforce needs.

Defining the Registered Nurse Workforce

Data Source and Limitations

Licensure data were obtained from the South Carolina Revenue and Fiscal Affairs Office (RFA), the official repository of data collected from the state's licensing boards under the South Carolina Department of Labor, Licensing and Regulation (LLR). All data were self-reported to the South Carolina Board of Nursing (SCBON) by RNs during the biennial license renewal period ending on April 30, 2018, or at the time of initial application for newly licensed nurses.

The analyses in this report include only those nurses who hold an active license and are currently employed as a nurse in South Carolina in a nonfederal or nonmilitary facility. The results present a conservative estimate of the nursing workforce in South Carolina for several reasons:

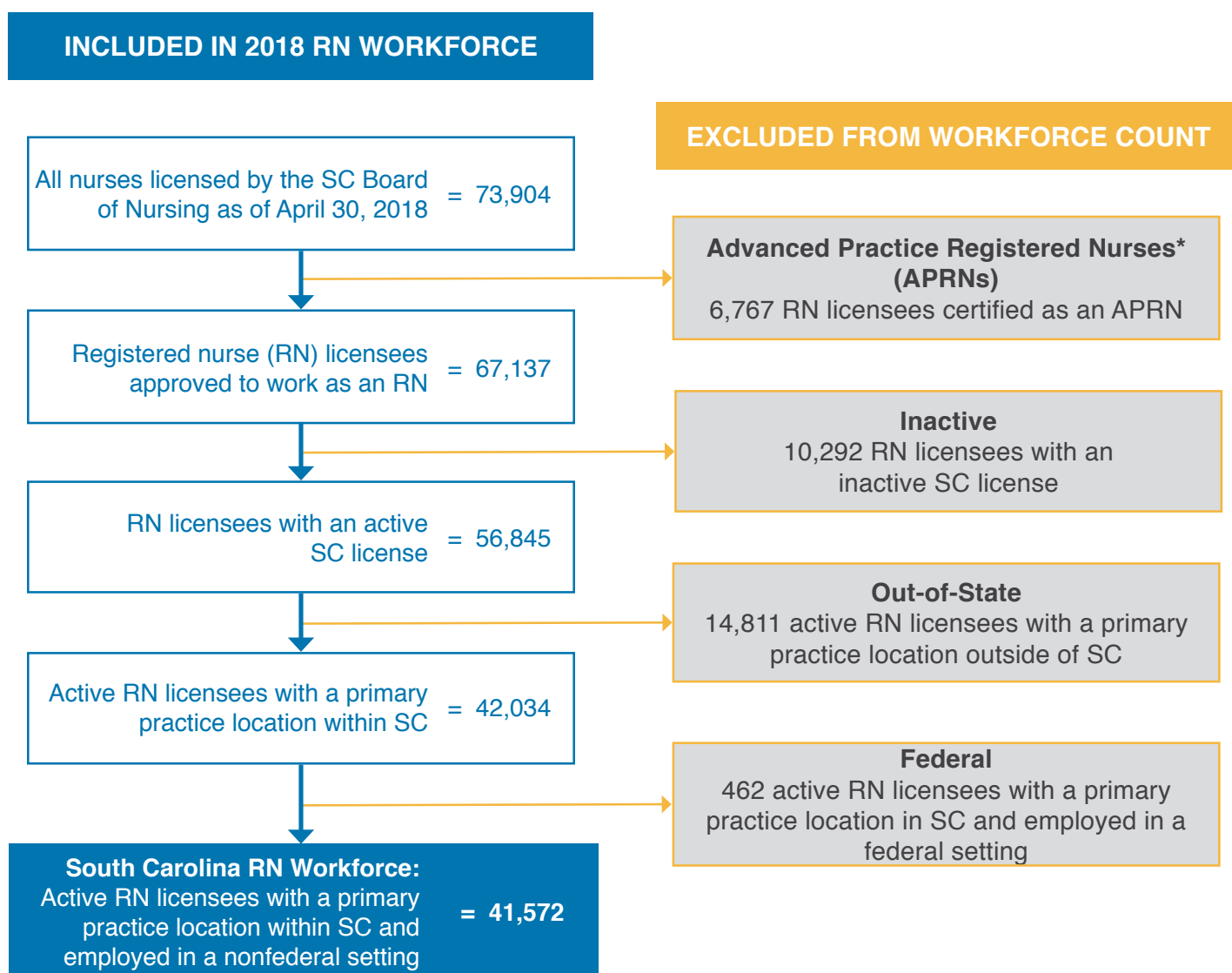
1. Licensee information is updated on a biennial cycle, making it difficult to count RNs that enter or leave the workforce in between renewal periods.
2. New licensees are not required to report their employment location or practice status in their initial license application. Until they report a practice address and activity status during the biennial license renewal process, they are not captured in the active workforce definition. Depending on when new licensees receive their initial license to practice, they may be a productive part of the workforce for as much as two years before they are reflected in official workforce counts.
3. In this report, as in previous reports in this series, only nonfederal nurses are included in the analyses. Nurses practicing at a federal or military facility, such as a Veterans Administration hospital or military base, are excluded for two reasons. As long as RNs are licensed in one state or territory, they can work under federal employment in any state;² therefore, we are unable to identify federal RNs who do not hold a license in SC. Additionally, federal nurses serve only specific populations and not the general public. However, because they do provide critical access to care for these populations, the decision to exclude federal RNs may be re-evaluated for future analyses.
4. South Carolina participates in the enhanced Nurse Licensure Compact (eNLC).³ RNs in eNLC states and territories may apply for a single-state or multi-state license. A single-state license allows them to practice only within their state of permanent residence (home state). A multi-state license, much like a driver's license, allows them to practice within their home state and in any other participating eNLC state without having to obtain additional licenses or registrations. Nurses who hold a current multi-state license with SC as their home state and indicate an active practice location within South Carolina are counted in the 2018 analyses. Because they are not required to register with the SCBON, eNLC nurses licensed in a home state outside of SC are not captured in the 2018 SC licensure data.

Enumerating the South Carolina Registered Nurse Workforce: Who is Counted?

It is important to understand how nurses are counted for the purposes of workforce analysis. While nurses must be licensed by the SCBON or within an eNLC state to practice in South Carolina, not all nurses holding a South Carolina license are actively practicing within the state. The 2018 RN workforce described in this report includes only active licensees with a primary practice location in South Carolina who were currently employed in their field in 2018 as an RN in a nonfederal or nonmilitary setting.

Of the **73,904** nurses licensed by the SCBON in 2018, **41,572** (56.3%) were actively working as an RN in a nonfederal setting within South Carolina. **Figure 1** illustrates how the RN workforce total was derived. RNs who were working as an advanced practice registered nurse (APRN) are excluded from this analysis.

Figure 1. Identifying active, in-state, non-federal registered nurses in South Carolina, 2018.



*APRNs can be certified as nurse practitioners (NPs), certified registered nurse anesthetists (CRNAs), clinical nurse specialists (CNSs) or certified nurse midwives (CNMs).

Trends in RN Supply and Distribution, 2010-2018

The RN workforce has grown steadily since 2010. Between 2010 and 2018, the number of RNs increased by 14.8%, from 36,213 in 2010 to 41,572 in 2018 (**Table 1**). Relative to the state's population, this growth translates to an additional 1.9 nurses per 10,000 population over the 8-year period. **Figures 2 and 3** show the distribution of RNs across the state.

Despite the statewide increase, the number of RNs in micropolitan counties declined since 2010 on both an absolute (-6.4%) and per population (-7.8%) basis. The number of RNs in the state's 12 nonmetropolitan counties has been steady, although the percentage of RNs practicing in these counties – which, in 2018, contained 6.1% of the state's population – has decreased from 3.5% in 2010 to 3.0% in 2018.

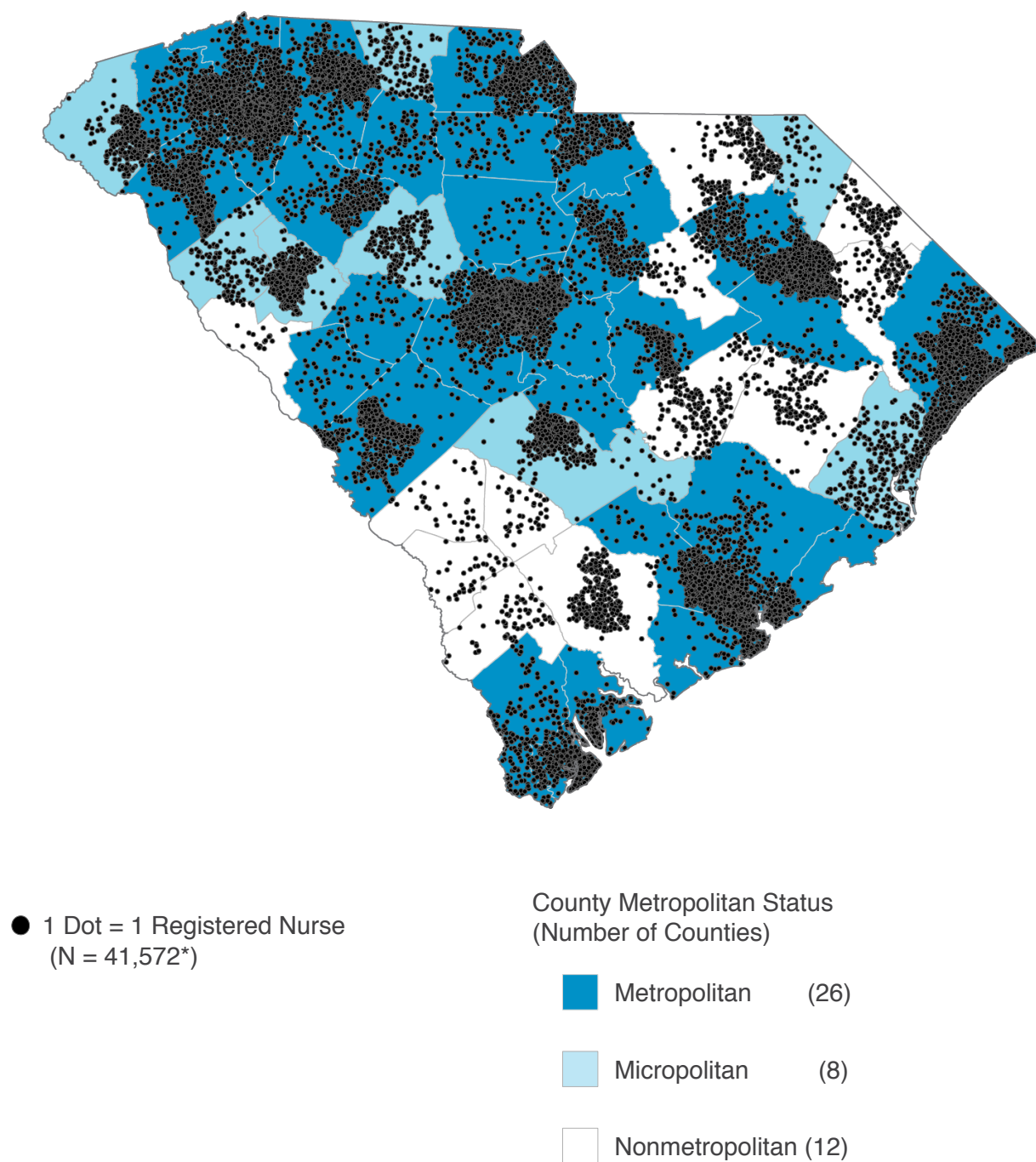
Table 1. Changes in the Size of the South Carolina RN Workforce, 2010-2018

| | 2010 | 2012 | 2014 | 2016 | 2018 | % Change 2010-2018 |
|--|------------------|------------------|------------------|------------------|------------------|-----------------------|
| Number of RNs | | | | | | |
| Metropolitan counties (<i>n</i> = 26 counties) | 31,757 | 33,312 | 35,170 | 35,976 | 37,308 | 17.5% |
| Micropolitan counties (<i>n</i> = 8 counties) | 3,190 | 3,184 | 3,198 | 3,073 | 2,985 | -6.4% |
| Nonmetropolitan counties (<i>n</i> = 12 counties) | 1,266 | 1,258 | 1,273 | 1,281 | 1,266 | 0.0% |
| Total state (<i>n</i> = 46 counties) | 36,213 | 37,754 | 39,641 | 40,365 | 41,572 | 14.8% |
| RNs per 10,000 population | | | | | | |
| Metropolitan counties | 85.2 | 86.3 | 88.6 | 86.8 | 87.2 | 2.4% |
| Micropolitan counties | 73.0 | 71.7 | 75.4 | 69.4 | 67.3 | -7.8% |
| Nonmetropolitan counties | 40.3 | 39.3 | 38.4 | 41.8 | 41.9 | 4.1% |
| Total state | 80.8 | 81.6 | 83.9 | 82.4 | 82.7 | 2.4% |
| State Population | | | | | | |
| Metropolitan counties | 3,728,219 | 3,861,857 | 3,967,769 | 4,146,729 | 4,278,588 | 14.8% |
| Micropolitan counties | 437,215 | 443,793 | 424,330 | 442,689 | 443,848 | 1.5% |
| Nonmetropolitan counties | 314,366 | 319,714 | 331,624 | 306,728 | 301,933 | -4.0% |
| Total state | 4,479,800 | 4,625,364 | 4,723,723 | 4,896,146 | 5,024,369 | 12.2% |

Note: Counts across regions are lower than state totals in 2016 and 2018 because county information was not available for all nurses in those years.

Metropolitan Statistical Area (MSA) designations were based on 2010 census data and the MSA designation standards published by the U.S. Office of Management and Budget in February 2013. A metropolitan area contains a core urban area of 50,000 or more persons. A micropolitan area contains an urban core of at least 10,000 (but less than 50,000) persons. Areas not designated as metropolitan or micropolitan are defined as nonmetropolitan. See <https://www.census.gov/programs-surveys/metro-micro.html> for more information.

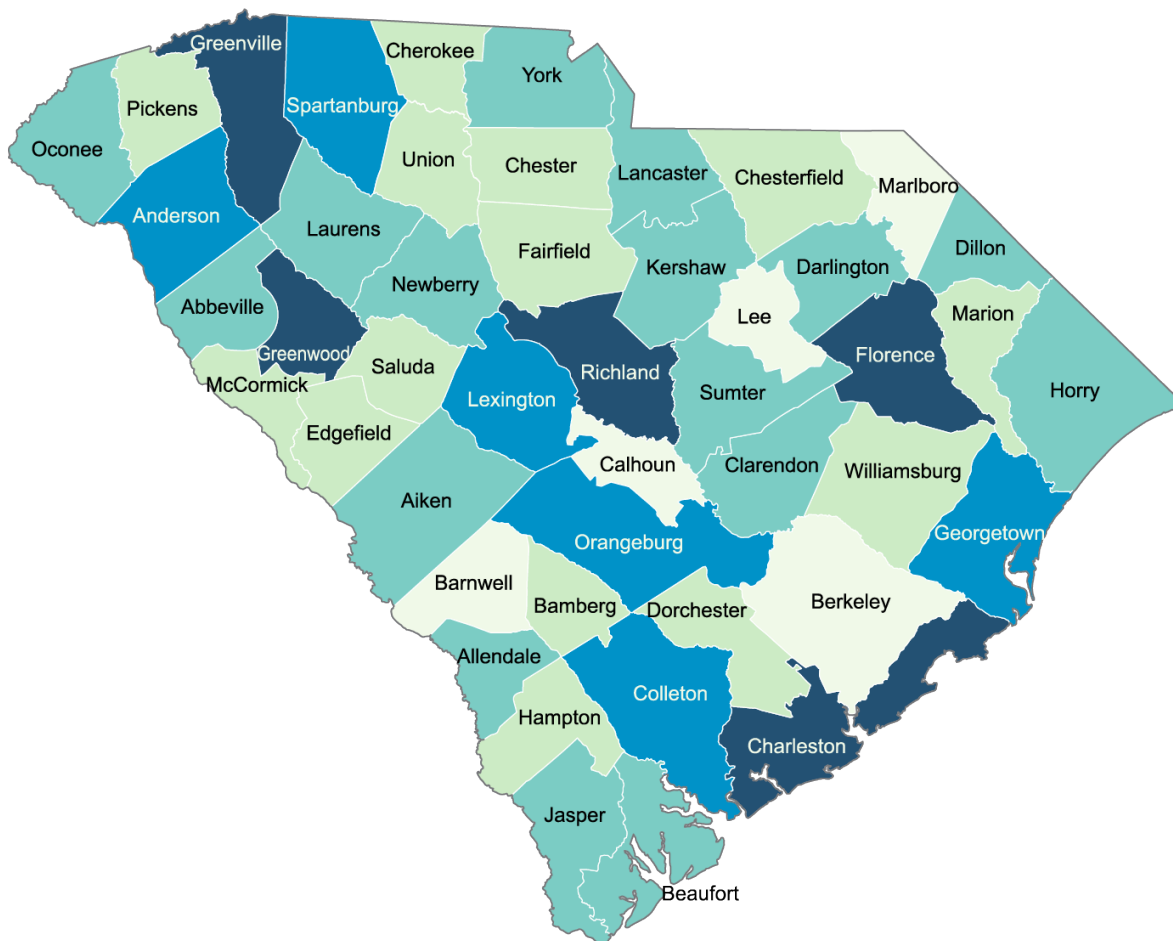
Figure 2. Active Registered Nurses by Primary Practice Location, South Carolina, 2018.



Note: Data include all nonfederal registered nurses (excluding advanced practice registered nurses) with an active license to practice and a practice location in South Carolina as reported during the license renewal period ending 04/30/2018. Locations plotted here are the primary practice zip code locations. Dots are randomly placed within the zip code area and may not represent the street location of the practice. *This map omits 45 RNs who did not have a valid South Carolina zip code.

Sources: SC Office for Healthcare Workforce, SC AHEC, derived from data collected by the South Carolina Department of Labor, Licensing and Regulation and obtained from the South Carolina Revenue and Fiscal Affairs Office, 2018; Metropolitan status based on 2010 Census counts, U.S. Census Bureau, <https://www.census.gov/programs-surveys/metro-micro.html>.

Figure 3. Registered Nurses per 10,000 Population, South Carolina, 2018.



Number of Registered Nurses per
10,000 Population (N = 41,572*)
(Number of Counties)

| | |
|----------------|------|
| 110.0 to 185.9 | (5) |
| 70.0 to 109.9 | (6) |
| 40.0 to 69.9 | (16) |
| 20.0 to 39.9 | (14) |
| 14.2 to 19.9 | (5) |

Counties in SC range from a low of 14.2
to a high of 185.9 registered nurses per
10,000 county residents

This information is based on all nonfederal registered nurses (excluding advanced practice registered nurses) with an active license to practice and a practice location in South Carolina as reported during the license renewal period ending 04/30/2018. Provider counts are based on their primary practice location. *Map excludes 13 RNs who were missing location information.

Source: SC Office for Healthcare Workforce, SC AHEC, derived from data collected by the South Carolina Department of Labor, Licensing and Regulation and obtained from the South Carolina Revenue and Fiscal Affairs Office. Population data (2018) from SCAN, Division of Biostatistics and Health GIS, PHSIS, SCDHEC, https://apps.dhec.sc.gov/Health/SCAN_BDP/tables/populationtable.aspx, retrieved 11/19/2020.

Demographic Characteristics of the RN Workforce

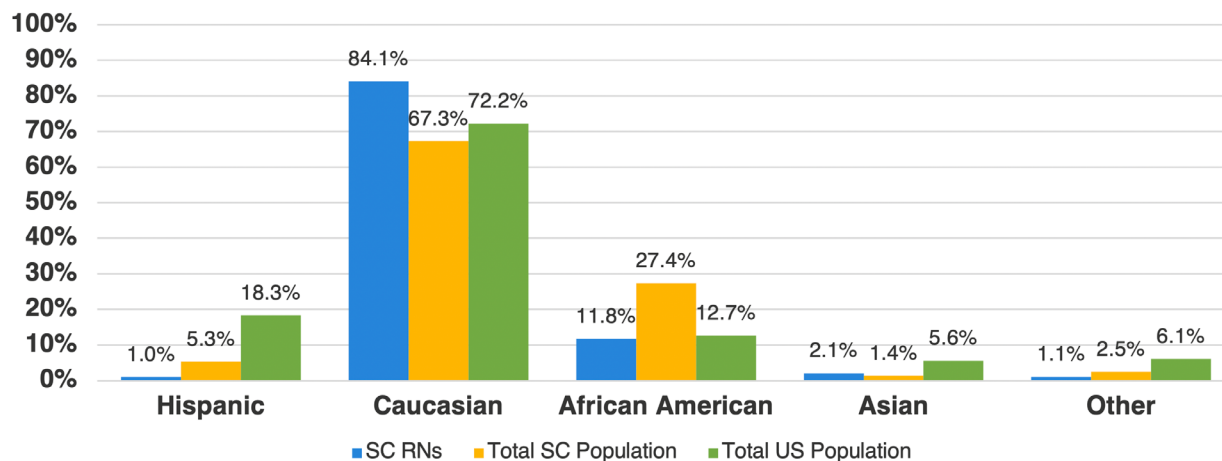
Table 2 summarizes the demographic characteristics of RNs in 2010 and 2018. In 2018, the RN workforce was primarily female; only 7% of RNs were male, a proportion that has remained essentially unchanged since 2010. Nearly 80% of RNs actively working in SC identified as Caucasian. African American and Hispanic nurses were underrepresented, with 11.8% identifying as African American and 1% identifying as Hispanic, compared to 27.4% and 5.3%, respectively, of the total SC population (**Figure 4**). The average age of RNs in 2018 was 45, and more than a third (35%) were age 50 or older (**Table 2**). As a group, nurses age 50 and younger were more diverse than nurses older than 50 (**Figure 5**).

Table 2. The Registered Nurse Workforce in South Carolina, 2010 and 2018

| | 2010 | | 2018 | |
|-------------------------------------|-----------------|---------------|-----------------|---------------|
| | Count | Percent | Count | Percent |
| Total | 36,213 | 100.0% | 41,572 | 100.0% |
| County of Primary Employment | | | | |
| Metropolitan | 31,757 | 87.7% | 37,308 | 89.7% |
| Micropolitan | 3,190 | 8.8% | 2,985 | 7.2% |
| Nonmetropolitan | 1,266 | 3.5% | 1,266 | 3.0% |
| Unknown | 0 | 0.0% | 13 | < 0.01% |
| Sex | | | | |
| Male | 2,156 | 6.0% | 2,894 | 7.0% |
| Female | 34,057 | 94.0% | 38,678 | 93.0% |
| Race/Ethnicity | | | | |
| Caucasian | 30,631 | 84.6% | 33,201 | 79.9% |
| African American | 4,175 | 11.5% | 4,644 | 11.2% |
| Native American | 70 | 0.2% | 81 | 0.2% |
| Asian | 739 | 2.0% | 830 | 2.0% |
| Other | 238 | 0.7% | 343 | 0.8% |
| Hispanic | 183 | 0.5% | 398 | 1.0% |
| Unknown | 177 | 0.5% | 2,075 | 5.0% |
| Age | | | | |
| 25 or Younger | 1,601 | 4.4% | 1,908 | 4.6% |
| 26 - 30 | 3,618 | 10.0% | 4,676 | 11.2% |
| 31 - 35 | 4,170 | 11.5% | 5,069 | 12.2% |
| 36 - 40 | 4,584 | 12.7% | 5,193 | 12.5% |
| 41 - 45 | 4,370 | 12.1% | 5,015 | 12.1% |
| 46 - 50 | 4,924 | 13.6% | 5,034 | 12.1% |
| 51 - 55 | 5,020 | 13.9% | 4,785 | 11.5% |
| 56 - 60 | 4,221 | 11.7% | 4,506 | 10.8% |
| 61 - 65 | 2,404 | 6.6% | 3,465 | 8.3% |
| 66 - 70 | 880 | 2.4% | 1,310 | 3.2% |
| 71-75 | 310 | 0.9% | 456 | 1.1% |
| 76 or Older | 96 | 0.2% | 155 | 0.4% |
| Unknown | 15 | 0.0% | 0 | 0.0% |
| Average Age | 45 years | | 45 years | |

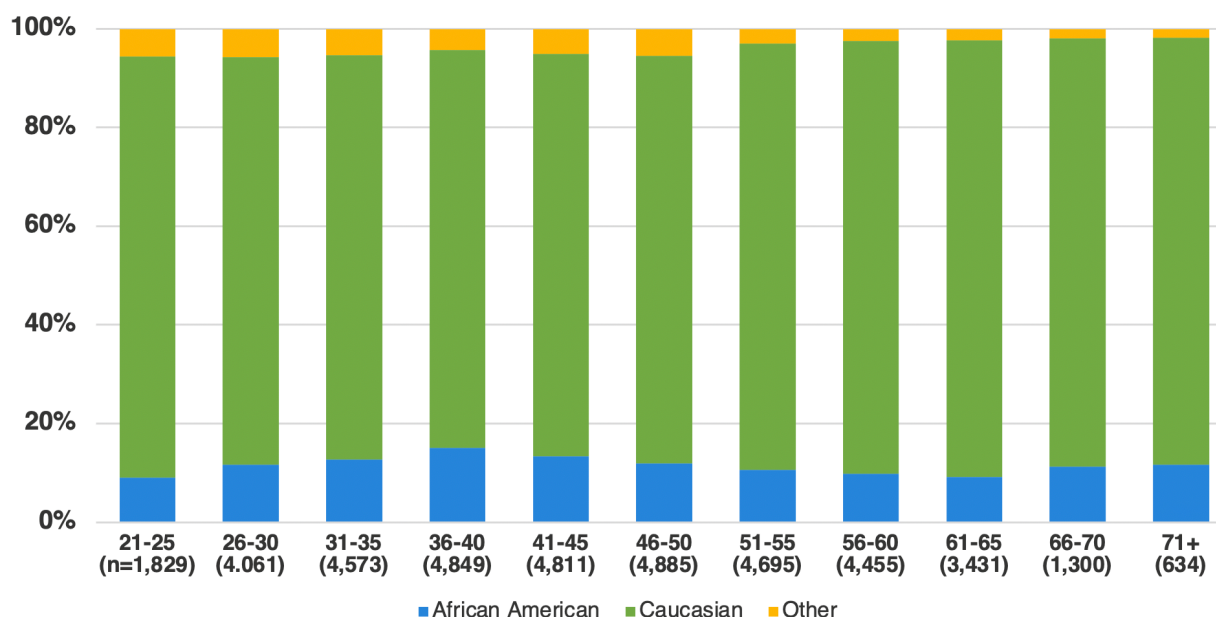
Metropolitan Statistical Area (MSA) designations were based on 2010 census data and the MSA designation standards published by the U.S. Office of Management and Budget in February 2013. A metropolitan area contains a core urban area of 50,000 or more persons. A micropolitan area contains an urban core of at least 10,000 (but less than 50,000) persons. Areas not designated as metropolitan or micropolitan are defined as nonmetropolitan. See <https://www.census.gov/programs-surveys/metro-micro.html> for more information.

Figure 4. Race/ethnicity of registered nurses in South Carolina relative to state and national total population, 2018.



Note: US population data retrieved on November 30, 2020 from [U.S. Census data](#).⁴ State population data retrieved on November 30, 2020 from [U.S. Census data](#).⁵

Figure 5. RN racial diversity by age group, South Carolina, 2018.*



* Note: The data in this figure do not include 2,075 nurses for whom race/ethnicity was unknown (N = 39,497).

Nursing Education

Entry and Highest Nursing Degree

Nurses are qualified to take the National Council Licensing Examination, or NCLEX, after earning a pre-licensure (entry) nursing credential, including a nursing diploma, an Associate Degree in Nursing (ADN), or a Bachelor of Science in Nursing (BSN). Some nurses with baccalaureate or higher degrees in other fields may also begin their nursing education in direct-entry master's degree programs, in which the first phase of their education prepares them for the licensure examination.

Table 3 summarizes entry and highest degree for RNs in the state, and where these degrees were earned. In 2018, 67.2% of RNs earned their initial degree for licensure from a South Carolina nursing program. A slim majority (46.3%) held an ADN as their highest degree, down slightly from 51% in 2010. Nurses entering the field with an ADN were more likely than those entering with a nursing diploma or BSN to have been educated in the state (74.6% versus 13.7% and 62.3%).

Table 3. Education Characteristics of Active Registered Nurses in South Carolina, 2018

| | Total | | Location of nursing education program | | | | | | | |
|-------------------------------------|---------------|---------------|---------------------------------------|--------------|------------------|--------------|---------------|-------------|------------------|-------------|
| | | | South Carolina | | Other US, Canada | | International | | Missing Location | |
| | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Degree for Initial Licensure | | | | | | | | | | |
| Diploma | 2,242 | 5.4% | 308 | 13.7% | 1,457 | 65.0% | 220 | 9.8% | 257 | 11.5% |
| ADN | 25,965 | 62.5% | 19,380 | 74.6% | 5,710 | 22.0% | 51 | 0.0% | 824 | 3.2% |
| BSN | 13,248 | 31.9% | 8,254 | 62.3% | 3,912 | 29.5% | 362 | 2.7% | 720 | 5.4% |
| Other | 77 | .2% | 10 | 13.0% | 25 | 32.5% | 1 | 1.3% | 41 | 53.2% |
| Missing | 40 | 0.0% | 3 | 0.0% | 2 | 0.0% | 0 | 0.0% | 35 | 87.5% |
| Total | 41,572 | 100.0% | 27,955 | 67.2% | 11,106 | 26.7% | 634 | 1.5% | 1,877 | 4.5% |
| Highest Degree | | | | | | | | | | |
| Diploma | 1,751 | 4.2% | 238 | 14.0% | 1,114 | 63.6% | 159 | 9.1% | 240 | 13.7% |
| ADN | 19,246 | 46.3% | 14,051 | 73.0% | 4,396 | 22.8% | 47 | 0.0% | 752 | 3.9% |
| BSN | 18,060 | 43.4% | 10,408 | 57.6% | 6,549 | 36.3% | 392 | 2.2% | 711 | 3.9% |
| MSN | 2,183 | 5.3% | 770 | 35.3% | 1,383 | 63.4% | 10 | 0.5% | 20 | 0.9% |
| Doctorate | 261 | 0.6% | 47 | 18.0% | 83 | 31.8% | 1 | 0.3% | 130 | 49.8% |
| NP Certificate Program | 5 | 0.0% | 0 | 0.0% | 5 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Unknown | 66 | 0.2% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 66 | 100.0% |
| Total | 41,572 | 100.0% | 25,514 | 61.4% | 13,530 | 32.5% | 609 | 1.5% | 1,919 | 4.6% |

About three quarters of RNs entering the field with a diploma or ADN did not go on to earn a higher degree (**Figure 6**). RNs entering the field with an ADN were more likely than those entering with a nursing diploma to later earn a BSN (21.5% vs. 15.9%, respectively).

Progress Toward an 80% Baccalaureate-Prepared Nursing Workforce

The Institute of Medicine's (IOM) landmark report in 2010, *The Future of Nursing*,⁶ called for increasing the proportion of nurses with a BSN to 80% by 2020, citing the need for a nursing workforce that is equipped with a broad range of competencies and a readiness to meet the challenges of an increasingly complex system of care.

Degree Progression

It should be noted that the 80% goal applies to the nursing workforce as a whole, comprised of RNs and APRNs. The data presented in **Figure 6** include both RNs and APRNs to describe the state's progress more consistently with national benchmarks.

The percentage of all nurses in South Carolina holding at least a baccalaureate degree has slowly, but steadily, increased over the past ten years (**Figure 7**). In 2018, South Carolina exceeded the state goal of 50% BSN by 2020⁷ with 54.1% of all nurses in the state earning a baccalaureate degree or higher. South Carolina lags slightly behind national attainment levels⁸ and is still below the IOM goal of 80%.

Figure 6. Percent of RNs in South Carolina moving from their entry level degree to a higher degree, 2018 (N = 41,490).

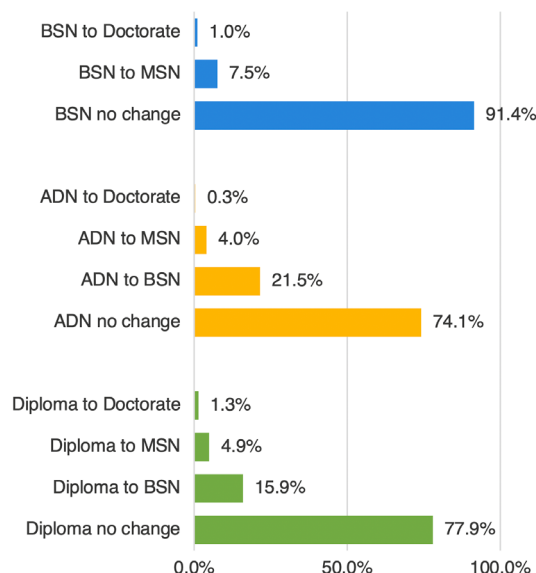
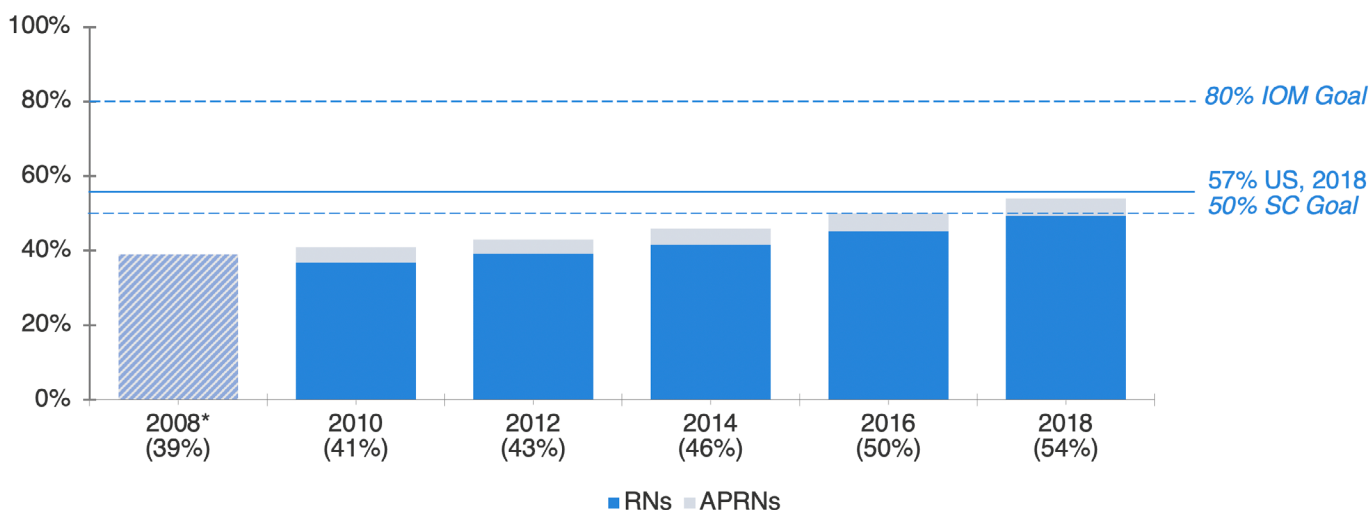


Figure 7. Percent of nurses in South Carolina with a BSN or higher degree, 2008-2018.



* Data for RNs and APRNs were not available separately for 2008.

RN Employment and Practice

When RNs renew their license every two years, they are asked to provide information on their employment status, hours, primary and secondary practice setting, and position title. Specifically, they are asked to do the following:

- indicate their employment status and whether they are full-time, part-time or as needed;
- indicate the number of hours they work per week in their primary and secondary practice locations;
- identify the type(s) of setting(s) that most closely corresponds with their nursing practice position; and
- identify the position title(s) that most closely corresponds with their nursing practice position(s).

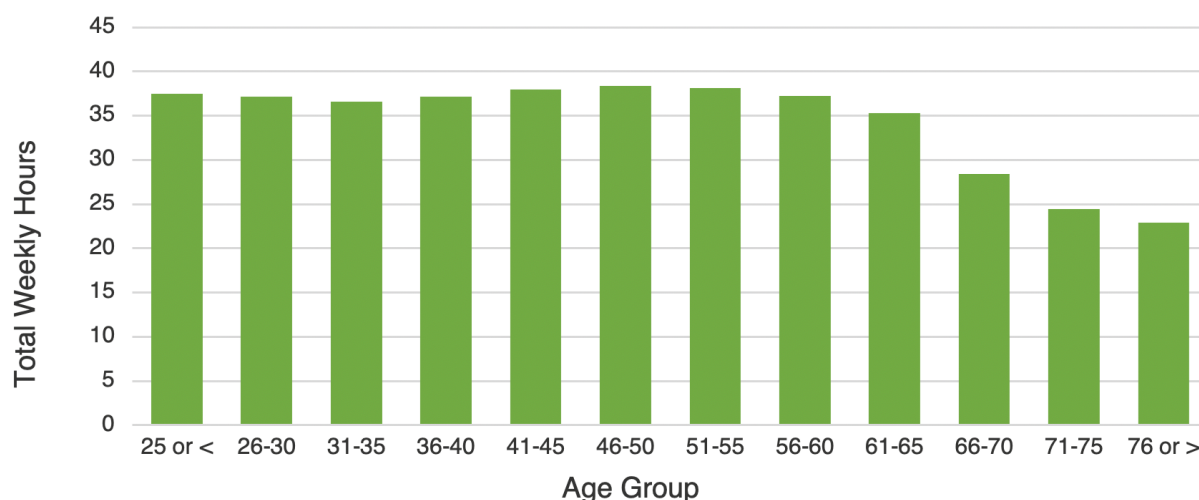
RN Practice Hours

The majority of RNs in 2018 (82%) indicated that they work full-time. Two thirds (68.9%) reported working between 36 and 40 hours per week across primary and secondary practice locations ([Table 4](#)). RNs age 65 and older worked fewer hours than did those younger than 65 ([Figure 8](#)). Those younger than 65 worked at least 35 hours, on average, regardless of their age category.

Table 4. Total hours worked per week by RNs across primary and secondary practice locations by age group, SC, 2018. (N=41,326)

| Total Weekly Hours | Number of RNs | Percent |
|--------------------|---------------|---------|
| 1-5 | 265 | 0.6% |
| 6-10 | 703 | 1.7% |
| 11-15 | 677 | 1.6% |
| 16-20 | 1,390 | 3.4% |
| 21-25 | 2,229 | 5.4% |
| 26-30 | 996 | 2.4% |
| 31-35 | 1,526 | 3.7% |
| 36-40 | 28,466 | 68.9% |
| 41-45 | 1,465 | 3.5% |
| 46-50 | 2,013 | 4.9% |
| 51-55 | 540 | 1.3% |
| 56-60 | 503 | 1.2% |
| 61-65 | 145 | 0.4% |
| 66-70 | 64 | 0.2% |
| 71-75 | 210 | 0.5% |
| 76-80 | 134 | 0.3% |

Figure 8. Total hours worked per week by RNs across primary and secondary practice locations by age group, SC, 2018.



**Table 5. Detailed RN Practice Settings, SC, 2018
(N= 41,441)**

| RN Practice Settings | Count | Percent |
|------------------------------|---------------|--------------|
| Academic | 824 | 2.0% |
| Academic Setting (Nursing) | 675 | 1.6% |
| Academic Setting (Other) | 149 | 0.4% |
| Behavioral Health | 598 | 1.4% |
| Alcohol/Drug Detox Center | 88 | 0.2% |
| Mental Health Center | 510 | 1.2% |
| Ambulatory Care | 7,061 | 17.0% |
| Ambulatory Care Setting | 508 | 1.2% |
| Ambulatory Surgery Center | 853 | 2.1% |
| Community Health | 454 | 1.1% |
| Dialysis | 923 | 2.2% |
| Federal Clinic | 118 | 0.3% |
| NP Provider Clinic | 7 | < 0.1% |
| Occupational Health | 252 | 0.6% |
| Physician/Medical Office | 1,905 | 4.6% |
| Public Health Department | 343 | 0.8% |
| Retail/In-Store Clinic | 7 | < 0.1% |
| Rural Health Center | 35 | 0.1% |
| School Health Service | 1,484 | 3.6% |
| Urgent Care | 172 | 0.4% |
| Long-Term Care | 5,089 | 12.2% |
| Assisted Living Facility | 259 | 0.6% |
| Home Health | 2819 | 6.8% |
| Hospice (Inpatient only) | 176 | 0.4% |
| Nursing Home | 1835 | 4.4% |
| Hospital Inpatient | 22,176 | 53.3% |
| Hospital – Emergency Room | 2,620 | 6.3% |
| Hospital – General Inpatient | 12,449 | 30.0% |
| Hospital – Other Inpatient | 5,120 | 12.4% |
| Hospital – Subacute Care | 373 | 0.9% |
| Hospital – Wide | 1,614 | 3.9% |
| Hospital - Outpatient | 2,575 | 6.2% |
| Hospital - Outpatient | 2,575 | 6.2% |
| Other Settings | 3,118 | 7.5% |
| Correctional Facility | 245 | 0.6% |
| Insurance Company | 1,238 | 3.0% |
| Multi-Setting | 98 | 0.2% |
| Policy Planning | 17 | < 0.1% |
| Other | 1,520 | 3.7% |
| Setting unknown | 131 | 0.3% |
| Total RN Workforce | 41,572 | |

RN Practice Settings

Just over half of RNs (53%) were employed in a hospital inpatient setting. Roughly three in ten (29%) were employed in ambulatory care and long-term care combined in 2018 ([Table 5](#), [Figure 9](#)).

Since 2010, there has been a shift in practice settings, with RNs in 2018 being slightly less likely to work in a hospital setting (inpatient or outpatient), and more likely to work across a range of settings, including ambulatory and long-term care ([Table 6](#)).

Figure 9. Registered nurse primary practice settings, SC, 2018 (N = 41,441).

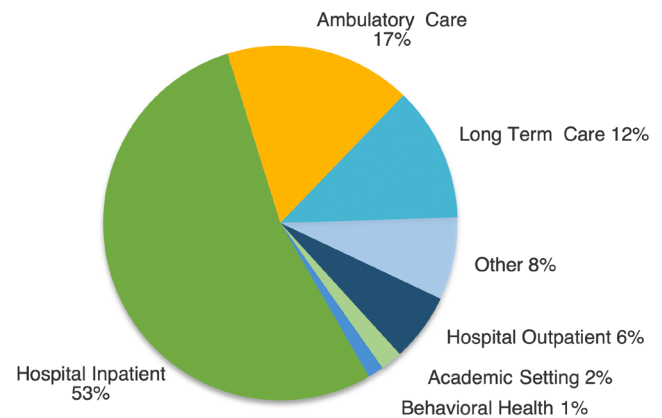


Table 6. Percent of RNs in Select Primary Practice Settings, SC, 2010 and 2018

| | 2010 | 2018 |
|---------------------|-------|-------|
| Hospital Inpatient | 57.6% | 53.3% |
| Ambulatory Care | 15.7% | 17.0% |
| Long Term Care | 10.2% | 12.2% |
| Other | 6.1% | 7.5% |
| Hospital Outpatient | 8.2% | 6.2% |
| Academic Setting | 1.7% | 2.0% |
| Behavioral Health | 0.5% | 1.4% |
| Unknown | 0.0% | 0.3% |

RN Position Titles

While practice setting allows us to understand where nurses are working, position title is one way to understand nurses' roles. In 2018, two thirds of nurses indicated that their position title fell into the category of "Staff Nurse/Direct Care/General Duty Nurse" ([Table 7](#)).

Table 7. Position Titles Reported by RNs, SC, 2018 (N = 41,572)

| Reported RN Position Titles | Count | Percent |
|---|--------|---------|
| Staff Nurse/Direct Care/General Duty Nurse | 27,712 | 66.7% |
| Nurse Manager | 3,218 | 7.7% |
| Care Coordinator/Case Manager/Discharge Planner | 2,473 | 5.9% |
| School Nurse | 1,413 | 3.4% |
| Quality Improvement, Utilization Review | 1,403 | 3.4% |
| Nurse Executive/Administration | 1,125 | 2.7% |
| Other - Health Related (Patient Focus) | 743 | 1.8% |
| Faculty/Professor | 718 | 1.7% |
| Nurse Educator (Including In-Service, Professional Development) | 525 | 1.3% |
| Supplemental Staffing/Travel/Visiting Nurse | 485 | 1.2% |
| Patient Educator | 374 | 0.9% |
| Informatics Nurse/Informaticist | 305 | 0.7% |
| Consultant (e.g., Legal, Educational, Practice Standards) | 243 | 0.6% |
| Other - Health Related (Organizational/Operations Focus) | 203 | 0.5% |
| Triage/Advice Nurse | 176 | 0.4% |
| Nurse Researcher | 144 | 0.3% |
| Telehealth Nurse | 134 | 0.3% |
| Other - Non-Health Related | 50 | 0.1% |
| Title unknown | 128 | 0.3% |

RN Position Titles by Setting

The vast majority of RNs working in emergency departments, inpatient units, or outpatient units held the position best described as Staff Nurse/Direct Care/General Duty Nurse (**Figure 10**). RNs not working in hospital inpatient, outpatient, or emergency department settings most often held executive/administration positions or positions in the areas of quality improvement and utilization review (**Figure 11**).

Figure 10. Percent of RNs holding Staff Nurse/Direct Care/General Duty Nurse position titles, by hospital setting, SC, 2018 (N = 20,102).

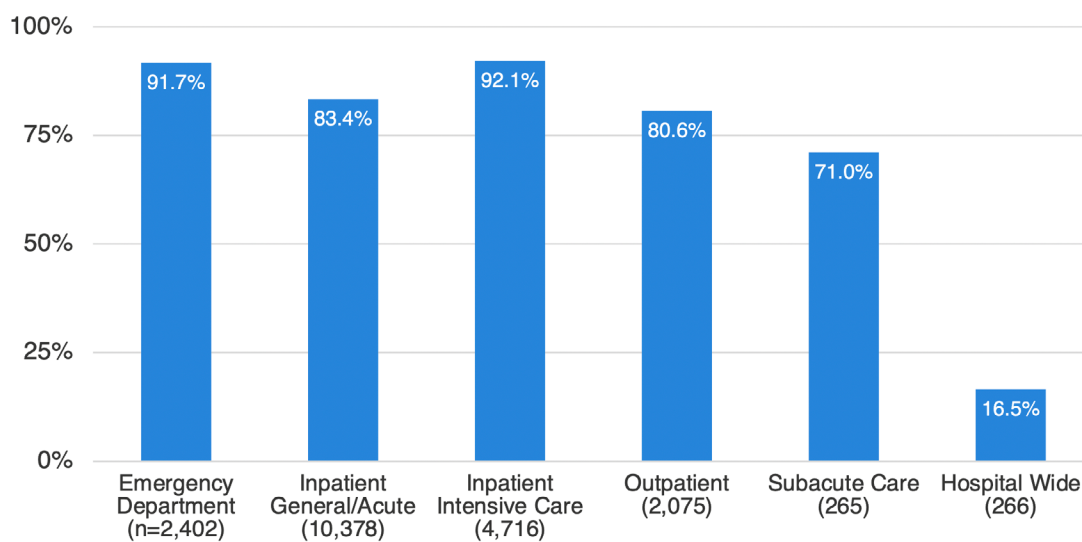
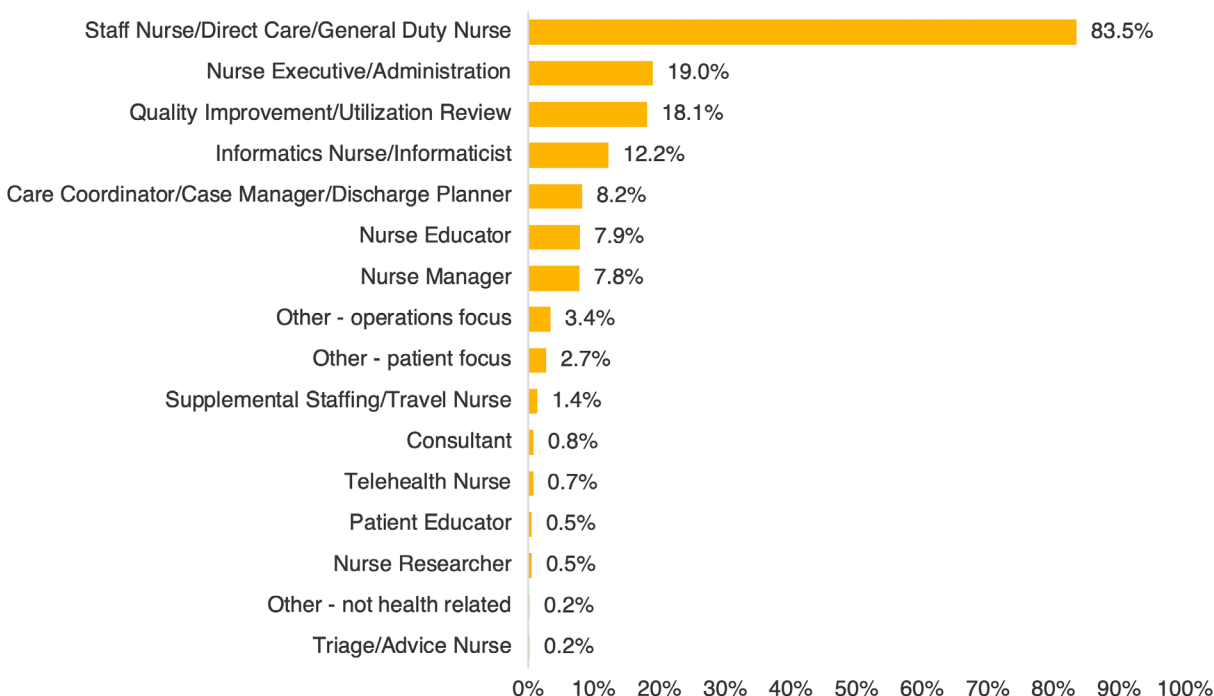


Figure 11. Position titles of RNs employed in hospital-wide settings, SC, 2018 (N = 1,614).



Characteristics of RNs Employed by Insurance Companies

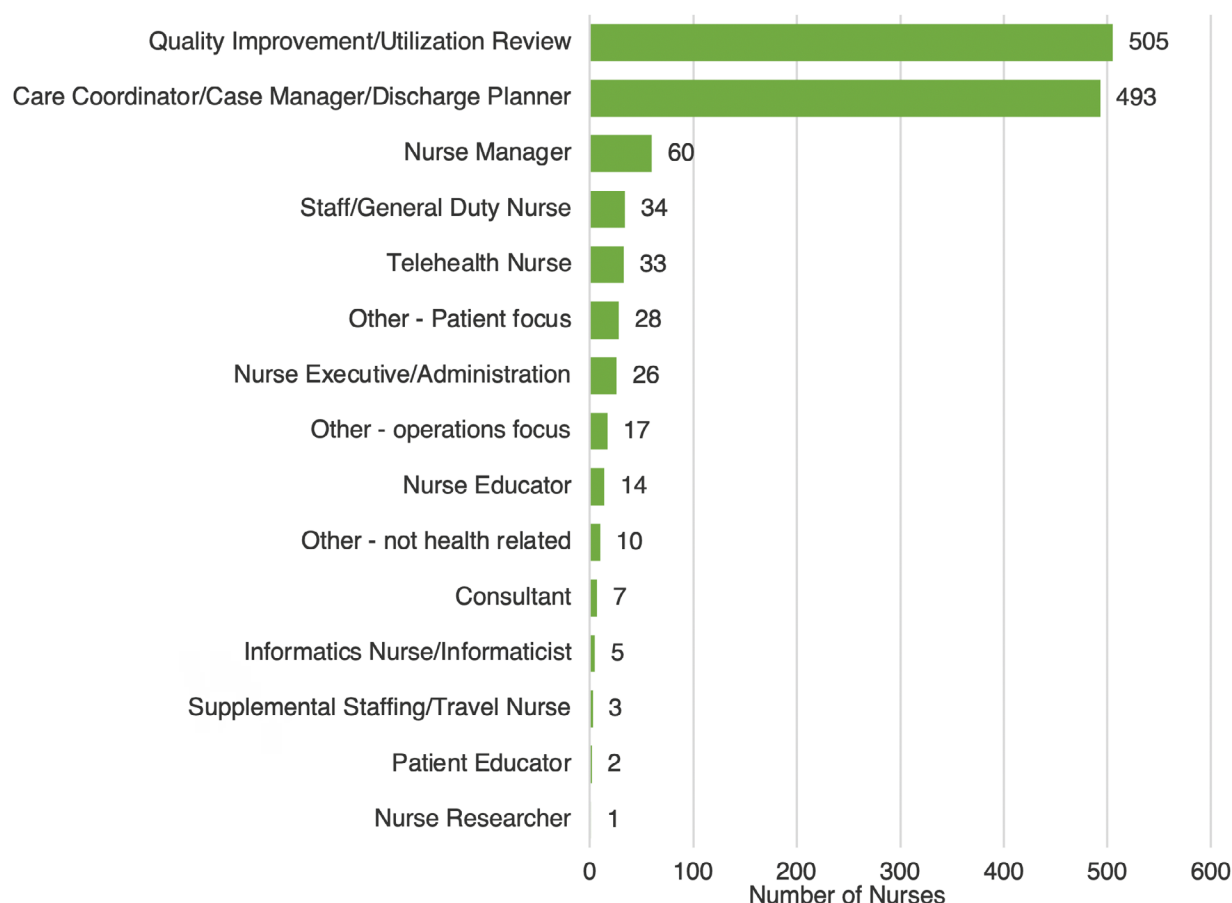
In 2018, 1,238 RNs were employed by insurance companies. Their numbers have increased significantly (by 84.5%) since 2010 when 671 RNs reported working in this setting. This growth is associated with an increase in the number of individuals with health insurance coverage as a result of the Affordable Care Act, a shift from fee-for-service to value-based models of payment, and a recognition that nurses are uniquely qualified to serve in care coordinator roles.⁹

In 2018, RNs employed by insurance companies were slightly older and more likely to be female and African American than RNs working in other settings (**Table 8**). They also were more likely to have a nursing diploma or an ADN as their highest degree and less likely to have earned their initial degree for licensure in SC. The vast majority held position titles in the categories of Quality Improvement (QI)/Utilization Review and Care Coordinator/Case Manager/Discharge Planner (**Figure 12**).

Table 8. Characteristics of RNs Employed by Insurance Companies, SC, 2018

| | Insurance Company Setting | | All Other Settings | |
|--|---------------------------|---------|--------------------|---------|
| | Count | Percent | Count | Percent |
| Sex | | | | |
| Male | 40 | 3.2% | 2,854 | 7.1% |
| Female | 1,198 | 96.8% | 37,480 | 92.9% |
| Race | | | | |
| White | 984 | 82.0% | 32,217 | 84.1% |
| African American | 189 | 15.8% | 4,455 | 11.6% |
| Other | 27 | 2.3% | 1,625 | 4.2% |
| Mean Age | 49.0 years | | 44.7 years | |
| | | | | |
| Initial Licensure Degree | | | | |
| Diploma | 96 | 7.8% | 2,146 | 5.3% |
| ADN | 790 | 63.9% | 25,175 | 62.5% |
| BSN | 348 | 28.1% | 12,900 | 32.0% |
| Other | 3 | 0.2% | 74 | 0.2% |
| Highest Degree | | | | |
| Diploma | 84 | 6.8% | 1,667 | 4.1% |
| ADN | 630 | 50.9% | 18,616 | 46.2% |
| BSN | 479 | 38.7% | 17,581 | 43.6% |
| MSN | 43 | 3.5% | 2,140 | 5.3% |
| NP Certificate Program | 0 | 0.0% | 5 | 0.0% |
| Doctorate | 1 | 0.1% | 260 | 0.6% |
| Unknown | 1 | 0.1% | 65 | 0.2% |
| School Location (initial licensure degree) | | | | |
| South Carolina | 690 | 58.1% | 27,265 | 70.8% |
| Other US/Canada | 492 | 41.4% | 10,614 | 27.6% |
| International | 5 | 0.4% | 629 | 1.6% |

Figure 12. Position titles of RNs employed by insurance companies, SC, 2018 (N = 1,238).



Conclusions

The RN workforce is the state's largest licensed health profession. Across the nation, including in South Carolina, news of nursing shortages makes headlines. However, the notion of shortage is complex. More work is needed to understand the true issues of supply, demand and distribution that contribute to the shortage dialogue.

The data presented in this report describe the RN workforce in 2018 and can inform decisions affecting nurse education, recruitment and deployment. Key findings include:

- 1. The RN workforce in South Carolina continues to show slow and steady growth, although growth has slowed slightly since 2010.** Despite the statewide increase, the number of RNs practicing outside of metropolitan counties declined. Continued efforts to support health careers programs, faculty development, preceptors and sufficient clinical placements are needed to ensure a sufficient supply of RNs to care for patients at all life stages. As care shifts from the hospital to the community, education and clinical models must continue to adapt so nurses are better prepared to provide care in non-hospital settings.

- 2. The RN workforce does not reflect the diversity of the state's population.** While nursing tends to be a more diverse profession than other healthcare professions, such as medicine, dentistry and pharmacy, the South Carolina nursing workforce remains primarily female and does not match the state's racial and ethnic composition. Males, African Americans, and persons of Hispanic descent are underrepresented in the RN workforce. There is a need for continued support of diversity and inclusion initiatives, such as health careers programs in middle and high schools, student support services at technical colleges and universities, and mentorship programs, as well as initiatives to ensure more racial, ethnic and gender diversity in those appointed to educational, clinical and administrative leadership positions.
- 3. Work settings have shifted since 2010, with RNs in 2018 less likely to work in an inpatient hospital setting and more likely to work in ambulatory and long-term care settings.** As care shifts from the hospital to the community, education and clinical models must continue to adapt so nurses are better prepared to provide care in non-hospital settings.
- 4. The state has achieved its goal of 50% BSN attainment by 2020, but more work is needed to meet the Institute of Medicine's recommendation of 80%.** Data in this report show that nurses with baccalaureate or higher degrees are more likely to obtain advanced degrees, which are required to become nursing faculty or advanced practice registered nurses. Some studies have shown improved patient outcomes when care is delivered by nurses with a BSN or higher.^{10,11,12,13} New York successfully passed legislation to require all nurses to have a BSN within 10 years of licensure,¹⁴ but there are other strategies that do not require new legislative mandates. Community colleges and four-year universities can execute articulation agreements or dual enrollment programs that allow for the recognition and transfer of nursing credits to encourage more seamless educational attainment. The Regionally Increasing Baccalaureates in Nursing (RIBN) Program in North Carolina¹⁵ dually enrolls students in a participating community college and university. The first three years are completed at the community college, at which point graduates receive their ADN and sit for the national licensing exam (NCLEX). The fourth year is spent at the partnering university, where they can work as an RN and complete their BSN degree.

Because the data analyzed in this report were collected in 2018 – well before the novel coronavirus was discovered in 2019 – these numbers should be used with caution in the context of COVID-19. The COVID-19 pandemic has caused many disruptions in healthcare. Hospitals have furloughed employees, discontinued non-essential services, and reassigned health professionals to different units and roles. Smaller clinics and community practices have closed temporarily or permanently, or reduced the number of patients they see in person. At the same time, the use of telehealth has increased. Healthcare workers have a higher risk of contracting COVID-19,¹⁶ and they have experienced high rates of stress and burnout.¹⁷ Of particular relevance for the nursing workforce, which is primarily female, women have disproportionately left the workforce to care for their children, oversee remote learning, and serve as caregivers to other family members.¹⁸ While the effects of COVID-19 on the South Carolina nursing workforce could not be examined in this report, it will be important to determine if there is measurable impact in the data collected during the 2020 nurse licensure renewal period.

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